

~~Unapproved~~Approved  
**Candia Selectmen's Public Meeting Minutes**  
**Monday June 11, 2012**

**Attendance:** Chairman Joe Duarte, Vice-Chair Richard Snow, Selectman Fred Kelley, Selectman Amanda Soares, Selectman David DePuy, and Selectmen's Assistant Cheryl Eastman.

**7:00 p.m.** Chairman Duarte called the Public Meeting to order.

**The Board to appoint Jon Fuzzell, Thomas Gaudio, and Keith Dawson as Firefighters/EMTs to the Candia Volunteer Fire Department based on Fire Chief Young's recommendation.** Fire Chief Young introduced Thomas Gaudio, Jon Fuzzell, and Keith Dawson to the Board. He mentioned that Tom has taught at the Candia Fire Department. They are three really good people that he would like to recommend. Selectman Kelley motioned to appoint Thomas Gaudio, Jon Fuzzell, and Keith Dawson to the Candia Volunteer Fire Department as Firefighters/EMT's based on Fire Chief Young's recommendation. Seconded by Selectman Snow. All were in favor. Motion carried.

**Departmental Reports: Highway, Police, Fire, Building, Solid Waste & any other depts.**

**Highway:** Road Agent Lewis read from the attached report. They paved Old Deerfield Road and the issue with the resident was resolved. She left her home for the week and for the record it didn't cost the Town anything to have her stay somewhere else. Selectman Soares asked if the road tickers were put out by the state. Road Agent Lewis replied they were put out by the SNHPC. Selectman Soares mentioned that a lot of residents have been asking about it. Road Agent Lewis explained they put them out on a rotating basis and there are maybe five roads every year and about a month later we'll get a report of what the traffic counts were for all the roads. Selectman Soares thought there were a lot more than five roads, a lot more than she's ever seen. Road Agent Lewis noted this is one of the services they provide for us and it's an eye opener on how much traffic there is on our roads. A lot of our roads are 800 to 1,000 cars per day.

**Police:** Chief McGillen mentioned they are getting speeding complaints with the new paving, so they are trying to increase the patrols. He didn't receive any complaints on Old Deerfield Road, but they have received some complaints on Route 43. They've had a rash of car break-ins that are still unsolved. They are working with Deerfield, because someone saw some teenagers and they are trying to identify them. He'll be getting back to Deerfield Police to see if it's connected to our car break-ins. The break-ins occurred on Old Deerfield Road, New Boston Road, and Critchett Road. They've had a lot of fraud and people are falling for some of the scams. Some residents are getting phone calls and sending money out, they aren't asking questions. They encourage anyone to report it to the Police Department if they get any of these calls. They are getting a lot of complaints on Currier Road, Podunk Road, and Bear Brook. The 4-wheelers have started coming out and he's contacted Fish and Game to see if they can assist. The department is going to get their 4-wheeler up that way and do some patrolling themselves. Chief McGillen mentioned that they just got approved for (an OHRV Grant) 24 hours starting July 1<sup>st</sup>. He needs the Board's approval to sign into a contract, so those funds will be made available. Selectman Snow motioned to authorize Chief McGillen to execute documents on behalf of the

Town in regards to the State of New Hampshire Fish and Game OHRV Grant. Seconded by Selectman Kelley. All were in favor. Motion carried. Chief McGillen mentioned they have been over at the school doing the Dream Program which is similar to D.A.R.E. Program. Officer Mahoney has been doing this at the Moore School. They will have a cruiser at the school for the Touch-A-Truck event on June 23<sup>rd</sup>. The event is put on by the Candia Community Woman's Club. It's a four hour event and the kids get familiar with different vehicles. The department is working on a few older cases. The burglaries have been down. Selectman Snow mentioned there was \$1.00 in the D.A.R.E. car fund and it draws no interest. He would like a recommendation from the Chief by the end of the year as to what he thinks we should do with that fund. He thought maybe they could convert it to a cruiser purchase fund or something like that. They could also dissolve the fund. Selectman Soares asked what the policy was for the ACO vehicle. Chief McGillen asked as far as what. Selectman Soares said who is allowed in the ACO vehicle. Chief McGillen replied the Animal Control Officer. Selectman Soares clarified so there shouldn't be any passengers in the ACO vehicle. She asked the question because she saw the ACO van on Memorial Day weekend and there was a passenger in the vehicle. She was assuming it was his girlfriend. It's a town vehicle and the police officer's don't drive around with other people in the cruisers. She just wanted to know what the policy is for a town vehicle. Chief McGillen replied there are exceptions and he didn't know what the arrangements were. He noted that he has given his wife a ride to the gas station to pick up a car if he is on his way home. It's not using excess funds and he didn't know if this was an isolated thing she was talking about. Selectman Soares replied this was a Saturday. Chief McGillen told her to call his cell phone when she sees things like this. Chairman Duarte asked if Chief McGillen could look into this and get back to the Board. Chief McGillen said he would. Selectman Soares asked why the tires were serviced at the Police Department and why didn't he bring the cruisers to the service place. She asked if this was cost effective. Chief McGillen said having them serviced at the department is saving them money and they don't service them at the transmission place. It's in the process but they currently don't do them. Selectman Soares said was just making sure that it wasn't costing us extra. She asked about the two memorandums that were received in the Selectmen's Office on June 5<sup>th</sup>. One was a reprimand and one was a favorable evaluation for the same officer. Chairman Duarte stated this is something for a non-public meeting. Selectman Soares said this was in the Selectmen's sign folder and it's not a non-public issue. Chairman Duarte said it doesn't go into detail and he doesn't want the Chief to disclose this at a public meeting because it's improper. Selectman Soares said she wasn't trying to discuss personal information; she was just trying to understand why you have a reprimand and a favorable evaluation on the same day. Chairman Duarte said this is not up for discussion at this meeting. Selectman Soares replied why isn't up for discussion. It's something she is asking the Chief and we never get an answer from him. Chairman Duarte replied if you would like to discuss this he would be happy to arrange a non-public meeting. He didn't believe this should be aired out in public. The Chief is in charge of this and it's a non-public issue. Selectman Soares asked if Chief McGillen follows the employment policy for reprimanding or does the police department have their own. Chief McGillen replied they follow the town's policy.

**Fire:** Selectman Kelley read from the attached report. He mentioned that he has not heard back from Atty. Mayer on the pay per call information. Chairman Duarte noted the Selectmen's Office hadn't heard anything either. Selectman Snow said he was looking at (from Emergency Management) some matrix's on the response time for responses. He asked if the fire department could get an average time to respond on a type of call and he would like to see the same thing for

the police department. Some type of matrix that would be useful to say how well they are doing. Selectman Soares asked if Emergency Management Director Bob Panit handles that, it is his department. He gets all of the stats because on voting day he asked them to fill out paperwork. Selectman Snow replied however the department heads want to get the information is fine with him, but he would like to see something like this.

Selectman Kelley said he asked the Fire Chief why he didn't go to the Mobile to fuel up. Fire Chief Young told him that you have to back the truck up on Route 27 and at the Irving you drive around the building and right up to the pump. Selectman Kelley noted that he is currently working on the pricing. Selectman Snow said he would like to see what they get for pricing, because there is a significant difference.

**Building:** Selectman Soares read from the attached report. She noted that Building Inspector Murray has been doing a lot more inspections and has been keeping busy. Selectman Snow asked if they could get the average cost per permit. He would be interested in whether its houses that we're building or is there a lot of remodeling going on. The easy way to get that would be the average cost per permit, how many permits did we have, and what was the cost of them. Selectman Soares told him to ask the Building Department's Administrative Assistant she has all of that information. Citizen Brian Miller of Diamond Hill Road asked about the negotiations to relax the cease and desist on the Steven's property and could the Board elaborate on this. Selectman Soares said that Mr. Steven's still has his loam pile and they are in the beginning process of how Mr. Steven's can remove that loam pile from the property. She thought he wanted to screen it on the property and sell it. She understood this wasn't an option because of what had happened before. They are trying to find an alternate option where it could be moved off of the property. She is hoping to sit down with Mr. Steven's this week to discuss this. She is going to look at the pile and didn't believe it changes since the last time she saw it. Mr. Miller said they have dug into it, so it's starting to blow around again. Selectman Soares asked if he dug into it for the landscaping. Mr. Miller replied a small amount. Selectman Soares explained that Mr. Steven's was told he could do the landscaping, but he couldn't do any big work. She and the Building Inspector are working on a way to get that loam off of the property. He can sift it and sell it, but not on his property because of the cease and desist. Mr. Miller mentioned the issue of the wash out from the screening. Selectman Soares said they are hoping to resolve all of those compounded issues for everyone and move it off site. She has put in a couple of calls to people who may be willing to help and she is waiting to hear back. Mr. Miller asked if there were any contingencies with reclamation of the property. Selectman Soares replied not yet, but that is the next step once the loam is removed. There are instances that we have to go by. She knew the gas tank was an issue and they'll address that with a double containment area. This is if Mr. Steven's chooses to keep the gas tank in the area. Mr. Miller said there are quite a few issues with the fuel pumps and he didn't realize they would be talking about it this evening. He heard it was a double wall tank and that's not how it is registered at DES. Mr. Miller explained he's had an extensive conversation with the Building Inspector about this and it's not listed on this report. Selectman Soares reiterated this is something she and the Building Inspector are still working on and making sure everything is compliant. If Mr. Steven's decides to keep it there we are going to make sure everything is compliant by making him put a catch basin under it. She is in the process of gathering all of the information and will make sure that everything gets addressed. In addition, she will sit down with all of the abutters and address the issues they have. This way they will make sure that everything is done correctly. She noted the loam pile is

a big concern and they will make sure there is no sifting or dust. Mr. Miller said that it says on the report that the stone cribbing has been removed and that is not entirely true. It's not completely removed it's still on the property line. They disassembled the upper section and they left the lower section. It was noted that it wasn't on this month's report, but last months. Selectman Soares said she would sit down with the Building Inspector and go over the reports. Mr. Miller mentioned that Mr. Steven's is still using the garage and still parking trucks there. Selectman Soares didn't believe that was covered in the cease and desist. Mr. Miller replied it was covered in the 1986 cease and desists and it was covered at the ZBA meetings. Chairman Duarte stated this is not the time to be conversing back and forth and all questions should be addressed to the Chair. He felt Mr. Miller could meet with the Building Inspector and Selectman Soares and get some of these issues resolved or come up with a solution where they can help him. Mr. Miller thought this was a good idea and thanked Chairman Duarte.

**Solid Waste:** Selectman DePuy read from the attached report. He spoke with Facility Operator Whitcher about the amount of stuff that is going into the compactor which costs money. He's going to put up a sign by the compactor with a message that will change monthly. One idea they had was "Clean trash only" so people will question what clean trash is. It would be no plastic, cardboard, glass, etc. Selectman DePuy mentioned that Facility Operator Whitcher was at the Supervisors Academy this week. Facility Operator Whitcher felt it was excellent program and would recommend it for any other supervisory personnel. Primex does the program and it's free. There is a problem at the Recycling Center with the traffic going too fast. A speed limit sign has been put up and there some issues with its effectiveness. They are going to give some more thought on how they can reduce the speed around the building. There is revenue coming in. They have received a check for \$8,100 for recyclables. Selectman Soares asked when Selectman Snow goes to talk to the people at the swap shop could he not park near the front gate. She mentioned where he parked on Saturday made it hard to get in. She asked him to park near the generator or park at the swap shop. If he parks near the front he's hindering traffic. Selectman Snow noted that he had to take his picture by the recycling sign that's why he parked there. Chairman Duarte asked Chief McGillen if he had come up with any type of solution for the speeding issue at the Recycling Center. Chief McGillen said he spoke with Facility Operator Whitcher. They talked about speed bumps and they didn't think that was a good idea. They did have the cruiser down there in the past. Some people had issues with that and thought it could be put to better use somewhere else. He's not done discussing it with Facility Operator Whitcher and will get together with him. Chairman Kelley noted he almost got hit on Sunday. He suggested putting a sign out at the gate. Selectman Soares said most other facilities have a gate out front with someone sitting at the gate to check stickers. People have to stop and then they drive through and most facilities are as big for driving around. This eliminates a lot of traffic at most of the facilities. She felt that the speed bump wasn't a bad idea and they should look into it. They bought a rubberized speed bump and it doesn't have to be super big or permanent. This will be an effective way for people to realize that if they don't slow down they are going to hurt their cars or drop their trash. One of the employees could possibly get hit and we'll have an issue of workmen's comp or a resident will have a claim because their car was damaged by one of the machines. She reiterated the rubberized speed bumps are a good idea, because they can move them around where they need them. Chairman Duarte said there is evidently a problem if this keeps coming up. Selectman DePuy said he would look into it. Citizen Brian Miller asked Road Agent Lewis which would be better a permanent speed bump, a portable speed bump, or a depression. Road Agent Lewis replied depressions are better for plowing, but you have to make

sure the asphalt is thick enough to put a depression. He thought portable ones then you can confuse them. If people get used to it in one spot they will slow down.

**Parks/Rec:** Selectman Snow read from the attached report. He would like to make a presentation at the next Selectmen's meeting and look at how they do their budgeting. The Budget Committee meeting is Wednesday and if you have any concerns about your department that needs to be address make sure he knows about them.

**The Board to consider the draft of the revaluation RFP.** Selectman Snow said they have money they have been putting away for several years for the reval. He personally didn't believe that the town needs to do a reval. He understood there is a constitutional requirement for a reval, but this is so that we can assure that the assessments within our town are equalized so that everyone is paying their fair share of taxes. The constitution says every five years, but we never had to do anything until the state put in a state income tax. All of a sudden we had to be equalized with all of the other towns, so he has a conceptual problem with us having to pay all of this money to do a reval because the state has an income tax. He had some questions on the reval for Selectmen's Assistant Eastman. The first page "Services to be Included" it says "Input all property records and sales analysis data into Town's appraisal software (Vision 6) and generate new values for the entire town." He questioned if this appears to push the RFP just to Vision software or would anyone be doing it. Selectmen's Assistant Eastman said that Assessor Tammy Jameson did not feel that item #3 is forcing anyone towards Vision software. You can convert information to one software system and put it into a Vision system so we don't have to stick with that. Selectman Snow motioned to authorize the release of this RFP for reval. Seconded by Selectman Kelley. All were in favor. Motion carried.

**Selectman Kelley to discuss pricing for map racks.** Selectman Kelley said the Planning Board asked him to get some prices for map racks. He didn't want to see a wall mounted map rack in the meeting room. He liked the mobile cart, it's a little more expensive but you can move it around easily. The cost for the mobile rack is \$369.09. Selectman Soares asked who was paying for this. Selectman Kelley replied the cost would be split between the Town and the Planning Board. Selectmen's Assistant Eastman asked if the maps that were going on the rack were the tax maps in the hallway. Selectman Kelley replied no it the maps that they did all of the studies around town. Chairman Duarte asked the Board to look the quotes over and maybe they can make a decision at the next meeting. Selectman Snow mentioned that the Conservation Commission has asked Mike Pouliot, who works for the DOT, to look at surplus stuff. Selectman Snow liked the mobile cart.

**Selectman Snow to give update on the closure of the old recycling center.** Selectman Snow explained based on advice from town counsel they have changed from an IFB to an RFP. It's a proposal process opposed to a bid process, because there is significant concern of the inflexibility of a bid thing. Everything else is the same and the primary goal was to find out the problem that exists with those berms. Its ready to go and he has vendor lists he can send it out to. They will send out a newspaper announcement tomorrow and put it on the website. He has information on possible grants. After we get the prices back they worry about the contract. There will be a mandatory bidder's conference on site so everyone has the same information. Selectman Soares asked if Chairman Duarte contacted DES, because you said you would at the last meeting. Chairman Duarte replied that he did and they told him it was absolutely that they

do this. Selectman Soares said she has her email from December 29<sup>th</sup> which says the town does not need to test the berm ash if they know that only brush and clean wood were burnt. Chairman Duarte replied we don't know that and we don't know if the incinerator ash was taken over there or if it was just from the burn pile. Selectman Soares said we have procedures in place that won't allow that. They have employees that are supposed to instill those procedures. She asked he thought the employees were shady and didn't follow those procedures. Chairman Duarte said he talked with Doug Kemp after that email was sent. Selectman Soares stated so this email is null and void because it's directly from Doug Kemp and she is full of sh-t. Chairman Duarte replied no and she's saying that. Selectman Soares stated it clearly says if we are burning clean wood and brush we don't have to test it. How do we know when they moved all of the ash they didn't dig up all of the stuff underneath. She told them there was hazardous material under there and Selectman Snow and Citizen Rudy Cartier said there was no hazardous material there. All of a sudden there is hazardous material there and they are going to fix the problem. Selectman Soares reiterated if it was clean wood or brush they did not have to test it and this is the assumption she went on based on our proceedings. Chairman Duarte replied this is the third time you have told us this. Selectman Soares replied that's because you aren't listening because you don't like me. Chairman Duarte replied that has nothing to do with the problem. Selectman Soares said don't want to hear what I have to say when I'm telling you the exact truth. Chairman Duarte stated he has the floor and let him finish his statement. He spoke with Doug Kemp and Mr. Kemp told him it needed to be done. Chairman Duarte said he didn't have a problem with what Selectman Soares brought to the Board in December, but recently he asked Mr. Kemp three or four different ways to see if it needs to be tested and it does. Selectman Soares replied that Selectman Snow told us that it needed to be tested and it didn't need to be tested. DES never told us it had to be it had to be tested, so Selectman Snow lied saying it had to be tested. Selectman Snow told her not to use that word "lie". Chairman Duarte said he was just telling her what Mr. Kemp told him. Selectman Soares replied she was not going to be told what she did was incorrect, because she followed the rules. Chairman Duarte said he wasn't telling her anything. He was telling her what Doug Kemp told him to get this place closed. This is all he cares about and if she can get Mr. Kemp to tell him differently he would be happy to listen to him. He just wants to know what he needs to do to close this place. Selectman Soares explained he will give you the answer you want based on how you ask the question. Chairman Duarte asked if they had to do further testing and Mr. Kemp told him they did. Mr. Kemp also told him sometimes it's more difficult, because the landfill sites won't take it if it's bad enough. At this point we have to go with the assumption that DES wants this done. If we want to close this place this is what we are going to have to do. Selectman Snow explained they have Doug Kemp's name in the RFP, so anyone who is bidding on this we be able to talk with Mr. Kemp and find out exactly what he would like to do to be able to get this done. *Selectman Snow moved to authorize the Chairman to sign the RFP so we can send it out.* Selectman Kelley said he hasn't seen the finished RFP. Chairman Duarte explained it went to Atty. Mayer and he okayed it. Selectman Snow noted it went out on an email Saturday. Selectman Soares pointed out that this was not in the sign folder. Selectman Kelley said not everyone has emails and at this moment he is having a major problem with his computer. All it takes it to drop an RFP in the Selectmen's mail boxes. He's in the office all of the time picking up his mail. He doesn't have a problem sending the RFP out; he wanted to send it out five months ago. Selectman Snow said he would see what he can do to get him a copy personally. This went out on a Saturday morning because he was waiting for stuff. He'll drop one off at his house. Selectman DePuy asked when Town Counsel reviewed this one question they had was about the bid process for two things.

One was the removal of material and preparing a plan for disposal that was agreeable to DES. How could they bid not knowing if the plan was acceptable or not and meet the timetables suggested in the bid process. Selectman Snow discussed this with Atty, Mayer and the purpose of the proposal is to get someone else to come up with a time phase schedule which is in the proposal and what they are going to do. So the vendors are going to tell us how they're going to do it and they will talk with DES. This eliminates us from having to hire an engineering firm. This was the intent of the proposal. The vendors will come up with a cost and bring it back to us. Selectman DePuy asked if they would talk to Doug Kemp first to find out what needs to be done. Selectman Snow said they know what needs to be done we just don't know the process by which they want to do it to satisfy DES. Selectman Soares asked what is he going to do when his number is out of the ballpark for what have left in the fund which is currently \$35,000. Selectman Snow replied that will have be addressed by the Board of Selectmen. Selectman Soares replied so you are going back to the people and ask them for money. Selectman Snow said he is going back to the people and tell them this is what needs to be done to get DES's approval to close the incinerator site. Chairman Duarte asked if everyone had a copy of the RFP. Selectman Snow explained as soon as he has the Chairman's signature on it he will make copies for each Selectman. Selectman Snow called for a second on his vote. *Seconded by Selectman DePuy. Chairman Duarte, Selectman Snow, Selectman DePuy, Selectman Kelley were in favor. Selectman Soares was opposed. Motion carried on a vote of 4 to 1.*

**Selectman Soares to give update on painting the Town Hall.** Selectman Soares received three quotes from Hammc Painting for \$1,550, Vincent Dennis for \$3,000 and he can't do evenings or weekends, and Felix Sheppard for \$3,580. She noted Hammc Painting and Felix Sheppard can do evenings and weekends. Chairman Duarte commented that Mr. Perkins was nice enough to donate the paint. He asked if anyone had any questions. Selectman Kelley thought it was a nice option that these people were willing to come in on the weekends. Selectman Soares said they are trying to make it so the office staff isn't inconvenienced at all. She noted that all of the bidders are local. Selectman Snow said he would be remiss if he didn't say he had a number of questions that he felt should be addressed. He felt they needed a plan that he could look at and be willing to authorize. We would be spending half of a budget on something that we haven't determined if it is a need or a want. He would like to see a plan or less expensive way that we could do this. He hasn't seen the scuff marks, but would like to know which ones she was talking about so he can say is there an easier way of doing this maybe they could wash the walls. Selectman Soares replied this building hasn't been painted since it was built. This is our Town Hall we look very scruffy right now and she didn't think it was a substantial amount of money. She saw his email and thought it was absolutely ridiculous. This is not your project - back off. It's just painting the Town Hall and it's as simple as it could possibly be. You are making it into a project of immense proportion and you need to find a hobby. Selectman Kelley disagreed with Selectman Snow and they don't need a big plan to paint some walls. The Town Hall needs to be spruced up and they need to get it painted. Chairman Duarte said once they choose a bidder they need to find out what they are going to do and how long it will take. Selectman Soares said she has an Excel sheet with all of the offices to be done. She let the office staff know that they will be given a week's notice, so they can prepare and what is the best time frame for them. Then they will plan accordingly and set up the time frames. Selectman Snow asked which areas are you going to do first and who is going to do the moving. Selectman Kelley said the moving will be minor. Selectman Soares added that is what they have Steve Ableson for. Selectman Snow said all of the stuff is going to be removed from the Tax Collector's and Town Clerk's office.

He questioned who was doing the repairs. Selectman Soares replied the same person who is doing the painting. Selectman Snow asked about getting the painting done for free and did Selectman Soares investigate that. Chairman Duarte said when you have prisoners come in to paint they have to have a police officer here to watch them. It would probably defer from our savings. He felt that maybe they should look at some of the work these bidders have done. Selectman Soares said to look at Rockingham Road and there is an old white farm house and Hammc just recently painted their barn. She would make some calls and get some references. Selectman Kelley said Felix Sheppard fixed the sills on this building and did some painting. Chairman Duarte would prefer someone from Town and felt it would be good to spruce up the building.

**Chairman Duarte to discuss financial reports.** The departments have been doing a good job. The numbers compared to last year show that we had 59% in May and this year we have 61% as of May. The other area he looked at was what we have for revenues and expenses. As you can see the expense comparison at the end of May 2011 was \$951,720 and May 2012 we were at \$905,634, so we are down on expenses by \$46,000. The department heads are doing a good job there. He explained the revenues and in May 2011 we had \$438,465 and May 2012 we were at \$527,008, so there was an increase of \$88,542. We're down on our expenses and in good shape with our revenues. He said if you take a look at the salaries of municipal employee's, Candia municipal employees are one of the lowest paid. He felt the employees do a good job and he is a little concerned, because the last time they gave them a COLA was in 2008 and at the time gas was \$1.81 a gallon. If you take a look at what a COLA would do it would bring our salaries with a 3% increase to \$813,835 which is lower than other municipalities. You really don't know what you have until you lose it and we have tremendous people here. They had turmoil in the office when we lost our head person a few years ago. The people deserve an increase, it's not like we're giving them a ton of money. We are not increasing anything we're just trying to keep them from going backwards; with all that we have in this community our employees are our most important asset. If you look at the department heads we do have these folks do a good job. They know what is going on and they know how to control their budget. They know how to deal with unexpected expenses and they need to be rewarded. He put this together for a reason and he felt it was about time. He has tried to do this a couple of times before, the last time was the Deliberative Session and they voted to give the employees an increase. Unfortunately there were other things thrown in so when it came time for the final budget the citizens turned it down. They are introducing it again tonight and they have a good reason for it. The figures tell them what they can do. If you look at the cost as of July 1<sup>st</sup> to the end of the year it will be \$13,000. The default budget that we are on compared to the proposed is \$16,000, so the money is already there to care of the next six months for the COLA. He is suggesting that they reward our employees. This tells them that they do care, we are watching, and we don't want to lose you. When you lose a key person it creates havoc, but we have a great crew now let's just tell them thank you. Chairman Duarte called for a motion. *Selectman Snow motioned for a 3% increase for all of the employees and stipend employees which is a little over \$12,000 effective the July 1<sup>st</sup>, 2012 until December 31<sup>st</sup>, 2012.* Selectmen's Assistant Eastman explained if the stipends were voted by the Town at a town meeting or on a ballot they have to be changed the same way. She said she would have to do some research on finding out which ones were voted this way. It was questioned if the Selectmen would be getting raises as well since they are stipend. Chairman Duarte stated the Selectmen will not be getting the 3% increase. Selectman Kelley said you need to rephrase your motion then. Selectman Snow thought they could take out the

stipend employees. Chairman Duarte said they could go with the employees and look into the stipend employees because they have until July. *Selectman Snow motioned they increase the salaries of the employees by 3% effective July 1<sup>st</sup>, 2012. Seconded by Selectman DePuy.* Selectman DePuy asked when they say 3% he was wondering if there were other additional cost that come with that and do we calculate what they are i.e. will they effect FICA and other things. Selectmen's Assistant Eastman explained they were calculated in. Selectman Soares felt it was infantile of them to spend the \$16,000 right away just because they have it. What if something happens, why waste all of this money. She would be fine with a 1.5% increase not a 3% increase. She agreed the employees need an increase, but to waste all of your \$16,000 and not have that extra money. They would have to shift around the budgets just to find money if a disaster were to happen. She thought it was stupid and bad planning. Chairman Duarte said that's why he gave them the numbers, our revenues are way up and there is more than enough to compensate for that. Selectman Soares replied you can't foresee the future and you can't see what could possible happen. Chairman Duarte said we all could be dead tomorrow too. Selectman Soares thought that comment was rude. Citizen Janette Miller of Diamond Hill Road thought this was brought to the public when it was voted and it was turned down. Chairman Duarte replied it was voted in twice. The entire budget was voted out, but the individual increase that he introduced was passed. One of the Selectman wanted it recounted and it passed again by a bigger number. Citizen Ingrid Byrd asked if this was a warrant article. Chairman Duarte replied no. Citizen Ingrid Byrd said then it was in the operating budget and it was voted down on the default budget. Chairman Duarte explained the budget that was turned down was the budget when other things were added to what he had. He asked for a COLA of 3% and they had a vote and it was approved. They had a Selectman who questioned it and asked to vote on it again. This next time they had a bigger number that approved it. When all of the other articles were put it, the town turned down the budget. It had nothing to do with a COLA that was voted on as a plus. Citizen Carla Penfield clarified the motion was made at a meeting and the money was voted to be included in the budget. Then the budget was voted down, so essentially your motion was voted down when the people voted. She would like to make a suggestion and she thought it was a little premature of the Board to be talking about salary increase in the middle of the year. Her solution to the problem would be to give your bonuses again this year and when you work on your budget, budget for salary increases next year. This would be the proper way of doing your budgeting and not give a salary increase in the middle of the year. You referenced the default budget a few months ago and decided to follow the lines of the default budget. If you do that the salary increases are not in there. You're using your default budget on one hand and then not using it on the other hand. She reiterated the Board should consider giving bonuses and in September budget for salary increases next year. It would be a much neater way to do it. Chairman Duarte reiterated our employees are the lowest paid compared to the surrounding communities. They are in a position that is showing they are doing a good job because we have an increase in revenues and a cut in costs and expenditures. Citizen Ingrid Byrd asked for clarification on the increases and are they supposed to be as of July 1<sup>st</sup> at 3% for six months. Does this mean next it will be 6%? Chairman Duarte replied next year it will be 3% for 12 months. Citizen Ingrid Byrd thought they might want to clarify that it's 1.5% for the second half of the year retroactive from January to make it clear that it's 3% for the full calendar year. Selectman Snow explained they are taking and increasing the hourly wage by 3% that's 3% for the entire year. If they increase it at 1.5% it's just 1.5%. He questioned how much they gave out in bonuses last year. Chairman Duarte thought it was about \$10,000. Selectman Snow said one of the concerns with the bonuses was that they were in lump sum bases and that was different

percentages for individuals that got the bonuses. It's a mixed blessing you are giving them more money, but something they get every week is something they can look at and say I'm appreciated for what I do. He understood the economy is tough and it doesn't fit into the perspective of a number of people, but it has been a long time and he thought the number he is asking is reasonable. They are talking \$12,000 for six months and \$24,000 for next year it's an increase in the budget. If they can save that amount of money it's not affecting the tax rate. His drive is to attempt to maintain a stable tax rate. Our assessed evaluations are up by \$4 million dollars which translates into \$40,000 of money that sits there as revenue that is available to spend. He felt the people that work for the Town of Candia have done a good job and they deserve some form of reward. Citizen Rudy Cartier asked if the \$801,000 is the yearly salaries on the books, so you're not suggesting spending \$12,000 this year because the raises will not be retroactive. You are only spending \$6,000 this year. Chairman Duarte said it would be \$12,000 because we added that to what we have now. When you add the 3% it brings it up to about \$12,000 for 6 months and for a full year it would be approximately \$24,000. Citizen Rudy Cartier asked when we as the town voters voted on a budget and we said it was going to be a default budget, you are responsible for that budget and you can change anything in this budget as the Selectmen. The citizens have to hold the Selectmen's feet to the fire to make sure they don't exceed \$2,330,000. We are trusting you to be stewards of that money and making sure it's invested wisely. Chairman Duarte replied that is why they made sure they had the money before they did this. Citizen Rudy Cartier asked if the firefighter stipend will be a warrant article again next year or will it be included in the budget next. Chairman Duarte replied next year it will be in the budget. Citizen Rudy Cartier asked if it would be under salaries. Chairman Duarte said they sent the proposal up to Atty. Mayer and until they get the information back he doesn't know. Selectman Soares said for the record she appreciates our employees but this is poor planning on our part to do this now and this will come back and bite us in the ass. Chairman Duarte hoped that she was wrong but her comment was well taken. Chairman Duarte called for a vote. *Chairman Duarte, Selectman Snow, Selectman DePuy, Selectman Kelley were in favor and Selectman Soares was opposed. Motion carried on a vote of 4 to 1.*

**The Board to authorize payment of payroll checks and accounts payable checks.** Selectman Snow said they will have the manifest available on the table and on the website. Just accounts payable not the payroll. It will give the citizens the opportunity to know what exactly the town is spending their money on. Chairman motioned to accept the total payroll and accounts payables in the amount of \$549,938.62. Seconded by Selectman Kelley. All were in favor. Motion carried.

## **Other Business**

**Household Hazardous Waste Day signs:** Selectman Soares questioned why there was a hold on her check for the signs. Chairman Duarte said he did it because it wasn't her department and she didn't have the authorization. Selectman Soares replied it's a town function and she scheduled Household Hazardous Waste Day. The people at SB2 asked that we advertise better. So she created a flyer that is going to every household, signs that were going around town, and a banner for the Recycling Center. It's not one specific department it's a town wide event held at the Recycling Center. It's not one specific department, so don't sit there and say it's not her department. He scheduled the event and all she did was take the money out of the warrant article to pay for the publications so it wouldn't come out of our town budget. Chairman Duarte

recalled that she did this last year, but you were also in charge of the Recycling Center. You are no longer in charge of the Recycling Center. Selectman Soares replied they are two separate things. Chairman Duarte stated right now that department is Selectman DePuy's department. He remembers a Household Hazardous Waste Day that they ran out of money at 11:00 a.m. They have a budget of \$15,000 and were not going to spend \$1,200 on signs, so people can find their way to the transfer station. Anytime we have an expenditure here that exceeds \$1,000 it needs to come before the Board and be discussed. Selectman Soares replied the department heads need to not the Selectmen. Chairman Duarte said you are not the Board of Selectmen you are one. Selectman Soares said the \$1,000 policy applies to the department heads. Selectman Kelley thought that back in March when they assigned departments he thought the Board wanted Selectman Soares and himself to keep doing it. Chairman Duarte said he couldn't find anything in the minutes that said that. Selectman Soares pointed out that last year no one else was at Household Hazardous Waste but her. Selectman Kelley felt no one Selectman has that department. Chairman Duarte said he was referring to the Recycling Center and they now have taken control over the swap shop which has worked out well. They will also hold Household Hazardous Waste Day at the Recycling Center which means the liaison is Selectman DePuy. Selectman Soares said he better get in gear, because it's coming up in September. Selectman Snow said in the beginning when Chairman Duarte took over he said only the Board can make decisions. If you want to do something you have to bring it to the Board. This is part of policies and procedures they need to set up for the Board. He felt you need to come to the Board if you want to spend 8% of budget for something that only publicizes it and he has a concern with that. Selectman Soares replied you have a concern with everything I do and that's the problem. Selectman Kelley asked if everything the Road Agent purchases from this day forward has to be brought to the Board. Chairman Duarte replied that's different and unless the Road Agent can tell him when it's going to snow. He can't use that as an expenditure that is unexpected. They are different. Selectman Kelley asked if the Road Agent can buy from one vendor and not buy from someone else that is cheaper. The Road Agent does a good job, but anything over \$1,000 should apply to everybody. Chairman Duarte replied there is a difference between when you have a warrant article for Household Hazardous Waste Day and you want to spend 10% of the budget and a highway department that's trying to get the snow off the roads. Citizen Rudy Cartier commented when he was Fire Chief and he spent more than \$1,000 he needed to get it authorized through the Selectmen. This was a normal course of business and he didn't believe that it was written anywhere, but the Board thought it would be a good thing. Citizen Brian Miller thought the signs weren't telling people how to get to Household Hazardous Waste Day but to inform people the event was on a specific day and it's important for the people to participate in. Chairman Duarte thought they could put out a flyer and they could use the school board which everyone sees and we have a new one in front of the Town Hall. They can put it on the website as well to let the people know the dates. Selectman Snow thought they could find less expensive ways to notify the people in town that we are going to have an event of significant value. Citizen Ingrid Byrd said it seemed to her when you have a volunteer that is willing to do a job that's kind of a stinky job; you take advantage of that person. We're always complaining we don't get volunteers and we don't get people volunteering and it's so hard to find people that want to do something. Here you have one person and the personal animosity is taking over rather than saying you didn't follow the rules but thanks Amanda go ahead. Chairman Duarte said we have a lot of volunteers and he is going to thank them tonight. They have people in that swap shop that do a tremendous job, every time he drives by they have terrific personalities. They are all lined up to help us out. Citizen Ingrid Byrd said she was talking about Household

Hazardous Waste Day. Chairman Duarte said he understood what she was saying but they have a lot of volunteers and he wants to thank them. They have people running the food pantry and they do a good job. Candia has never been short of volunteers and in the past we haven't thanked them much. We thanked the Solid Waste Committee by making them quit. He would like to have a little more respect for them and he thanked the good Lord we have the volunteers we do. He doesn't mind thanking them for what they do for the community. Citizen Ingrid Byrd said maybe we should thank Amanda for all things she has done beyond her job as Selectman. Chairman Duarte said they have a divided community and somehow he is going to get the people together. There are groups of people that do care and never complain. These people aren't being paid and he doesn't mind thanking them. Selectmen's Assistant Eastman asked the Board what they wanted her to do with the check for Household Hazardous Waste Day. Chairman Duarte said he wanted put back in the budget and the department head hasn't signed off on it so it's a dead issue. Selectman Soares stated you talk about respect and you have none for me and you show me none. Chairman Duarte said he will show her the same respect she shows him. Selectman Soares said she didn't have any respect for him when he cuts her off and treat her like she doesn't belong on the Board. She was voted to be on this Board and he better deal. *Selectman Snow motioned to hold the check in abeyance until we can decide what the department head wants to do.* Selectman Kelley asked Selectman DePuy what he knew about hazardous waste beside what the recycling center employees told him. Selectman DePuy replied he discussed with Facility Operator Whitcher how they were going to advertise and they were going to put a sandwich board up. They will put something up on the website and the new Town Hall sign. Selectman DePuy would like to talk with Selectman Soares about it. Selectmen Kelley said the flyer was already made. Chairman Duarte said they can send out a flyer but we're not going to spend \$1,200 on it. Selectman DePuy thought the cost for the flyers was appropriate, but the other stuff he would like to discuss. Citizen Rudy Cartier noted they voted in \$15,000 for Household Hazardous Waste Day and did this include the State's contribution. Selectman Soares said there wasn't a State contribution, we have to apply for a grant and we missed the deadline. Selectman Snow said when they discussed this in September there was no talk about spending \$1,200 for advertising. They talked about doing 2 Household Hazardous Waste Days. If they can do more that is what's necessary. Selectman Kelley said they only had one year that they went over the money.

**Approval of Previous Minutes: Public and non-public meeting minutes of 5/21/12.** Selectman Kelley motioned to accept the Selectmen's non-public and public meeting minutes of May 21, 2012 as written. Seconded by Selectman DePuy. All were in favor. Motion carried.

**Announce Next Regularly Scheduled Meeting Date.** The next Selectmen's meeting is June 25, 2012 at 7:00 p.m.

Chairman Duarte motioned to adjourn at 8:45 p.m. Seconded by Selectman Kelley. All were in favor. Motion carried.

Respectfully submitted,  
Andria Hansen, Recording Secretary